



Assistant Director Application for All Five

If any of the following information is already contained in your resume, you may write that in the appropriate box and attach your resume instead.

Name: _____ Today's Date: _____

Address: _____

City: _____ State: _____ Zip Code: _____

Email address: _____

Phone Number: _____ Alternate: _____

Optional

Date of Birth: _____ Sex: _____ Female _____ Male

Did someone refer you? Please share their name here: _____

Date Available: _____ Salary Desired _____

EDUCATION

Schools Attended	Dates Attended	Major

Please list any courses, volunteer work, skills or interests that relate to working in an early childhood education program.

Please list any community organizations in which you are active:



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FORMER EMPLOYERS (see above note if attaching resume)

(1) Employer Name: _____ Dates Employed: _____

Address: _____

Supervisors Name: _____ Phone Number: _____

Position Held: _____

Duties:

Reason for Leaving:

(2) Employer Name: _____ Dates Employed: _____

Address: _____

Supervisors Name: _____ Phone Number: _____

Position Held: _____

Duties:

Reason for Leaving:

REFERENCES: Please list at least three references, not related to you, whom you have known at least one year who could speak to us about your interactions with children and families, your previous employment history and work experience.

Name	Phone Number



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How would you describe your general health?

Are there any physical or personal limitations on the type of work you can do with children at All Five? These may include lifting a child of 40 pounds, squatting to be a child's eye level, sitting cross-legged on the floor, bending at various points during the day, gardening and sharing in the activities with children.

Yes No

If yes, please describe.

Date of your last physical exam: _____

Have you ever been fingerprinted? Yes No If so, where:

Have you ever been convicted of a felony? Yes No

Do you have a driver's license? Yes No

Are you available for part-time work? Yes No

Are you available for substitute work? Yes No



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Short Answer Questions

This section will help us get to know you, this is not meant to be a writing sample or test. We thank you in advance for sharing your thoughts with us.

Describe your IDEAL job:

Why do you want to work for All Five?

What is your philosophy of early childhood education? Or: how do you think children learn best?

What is your philosophy of behavior guidance?

All Five is pioneering a new approach to equity in early education by integrating socioeconomic children and families. Do you believe in this approach? Why?



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What would you say are your professional goals for the next 1 to 5 years?

If we were to ask your best friend what he/she thought your 3 best qualities are, what do you think he/she would say?

Do you think you use these qualities in your work with children? With co-workers? Please explain.

If we asked that same person what 3 areas you needed to improve upon, what would he/she say?

Do these areas come up in your work with children or with co-workers? Please explain.



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What age group (between infants and 5-year-olds) do you prefer working with?

Is there an age group (between infants and 5-year-olds) you absolutely would not want to work with?

Describe a positive experience or “teachable moment” you’ve had with children; and explain what you think you did to help make it positive.

Describe a challenging behavior-guidance or disciplining experience you have had with children. Tell what you did and what the outcome was. If you think it could have been handled differently, tell what you would do if you had a similar experience again, and why.

At All Five, we take time to work on, develop and maintain our shared values – our culture. We commit to using a process called Culture in Action to work through tensions, share stories and define goals. What tensions have you experienced in your work with children and colleagues? How have you worked through them?



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All Five will have funds for conferences, classes, etc. to support the on-going learning of its faculty. Would you be excited to continue your education by enrolling in courses or other training programs that may be available or recommended? Yes No

In compliance with the requirements of California Community Care Licensing, no person will be hired or retained as a staff member, paid or volunteer, who has:

- been convicted of, admitted to, or been the subject of substantial evidence of an act of child abuse or child molestation.
- used alcohol or drugs such that its effects are apparent during working hours.
- been convicted of or admitted to any felony or any offense involving moral turpitude.

Please check the following statements and sign below:

- I am aware that a background study will be performed before I can be hired.
- I authorize investigation of all statements contained in this application.
- I am aware that fingerprinting is a condition of employment.
- I understand that misrepresentation or omission of facts, if discovered after I am hired, is cause for dismissal.

Name
Signature
Date

**Thank you! Please email this back to talent@allfive.org.
We will confirm we have received your email and get back to you soon.**